

**Title 42 Pay Model - 2003 <sup>1</sup>**

	<b>Intramural (Basic)</b>		<b>Intramural (Clinical)</b>	<b>Extramural</b>		<b>Sr Scientific Leaders <sup>2</sup></b>
	<b>Research Fellows</b>		<b>Clinical Fellows</b>	<b>HSAs</b>		
<b>Band I</b>	<b>\$48,000 - \$88,300</b>			\$38,000 - \$83,500		\$130,400 <sup>2</sup> \$200,000 <sup>2,3</sup>
Tercile 1:	<b>\$48,000</b>	<b>\$58,400</b>	see right side of page	\$38,000	\$57,400	
Tercile 2:	<b>\$58,401</b>	<b>\$77,800</b>		\$57,401	\$67,800	
Tercile 3:	<b>\$77,801</b>	<b>\$88,300</b>		\$67,801	\$83,500	

	<b>Staff Scientists &amp; Sr. Research Fellows</b>		<b>Staff Clinicians</b>		<b>HSAs / SRAs</b>	
<b>Band II</b>	\$66,000 - \$144,300		\$75,000 - \$200,000 <sup>3</sup>		\$55,000 - \$140,800	
Tercile 1:	\$66,000	\$93,900	\$75,000	\$122,000	\$55,000	\$85,600
Tercile 2:	\$93,901	\$120,000	\$122,001	\$162,900	\$85,601	\$113,700
Tercile 3:	\$120,001	\$144,300	\$162,901	\$200,000 <sup>3,4</sup>	\$113,701	\$140,800

	<b>Investigators</b>		<b>Investigators</b>		<b>Supv. SRAs, etc.</b>	
<b>Band III</b>	\$66,000 - \$125,200		\$75,000 - \$200,000 <sup>3</sup>		\$120,000 - \$200,000 <sup>3</sup>	
Tercile 1:	\$66,000	\$87,600	\$75,000	\$122,000	\$120,000	\$144,300
Tercile 2:	\$87,601	\$106,400	\$122,001	\$162,900	\$144,301	\$171,900
Tercile 3:	\$106,401	\$125,200	\$162,901	\$200,000 <sup>3,4</sup>	\$171,901 <sup>4</sup>	\$200,000 <sup>3,4</sup>

	<b>Senior Investigators</b>		<b>Senior Investigators</b>	
<b>Band IV</b>	\$92,000 - \$200,000 <sup>3</sup>		\$120,000 - \$200,000 <sup>3</sup>	
Tercile 1:	\$92,000	\$134,600	\$120,000	\$151,600
Tercile 2:	\$134,601	\$171,900	\$151,601	\$179,400 <sup>4</sup>
Tercile 3:	\$171,901 <sup>4</sup>	\$200,000 <sup>3,4</sup>	\$179,401 <sup>4</sup>	\$200,000 <sup>3,4</sup>

<sup>1</sup> New 2003 salaries are bolded and shaded<sup>2</sup> All salaries and pay adjustments within this category must be approved by the Dir., NIH or designee<sup>3</sup> All salaries are capped at \$200,000 per HHS/NIH policy<sup>4</sup> Salaries & pay adjustments above EX-I (\$171,900) must be reviewed by the NCC and approved by the Dir., NIH or designee**Clinical Fellow/Resident Salary Ranges**

<b>PGY Year</b>	<b>FROM</b>	<b>MIDDLE RANGE</b>	<b>TO</b>
			<b>\$25,000 increase</b>
<b>1</b>	<b>\$44,168</b>		
<b>2</b>	<b>\$45,393</b>		
<b>3</b>	<b>\$46,620</b>		
<b>4</b>	<b>\$47,846</b>	<b>\$52,754</b>	<b>\$77,754</b>
<b>5</b>	<b>\$52,754</b>	<b>\$63,332</b>	<b>\$88,332</b>
<b>6</b>	<b>\$58,277</b>	<b>\$66,665</b>	<b>\$91,665</b>
<b>7</b>	<b>\$63,797</b>	<b>\$69,999</b>	<b>\$94,999</b>
<b>8</b>	<b>\$67,476</b>	<b>\$73,397</b>	<b>\$98,297</b>
<b>9</b>	<b>\$68,704</b>	<b>\$77,291</b>	<b>\$102,291</b>
<b>10</b>	<b>\$69,930</b>	<b>\$79,272</b>	<b>\$104,272</b>

See Intramural (Clinical), Clinical Fellows, Band I, in the body of the Pay Model for instructions on usage.